

The Diversity Council for FNAL will be structured to foster organizational equity through programs carefully designed to increase the diversity of the Laboratory and to increase the participation of employees by organizing teams to develop initiatives of the Council. The Council, a task force for change, will develop, implement, and maintain strategic programs with established goals for the Laboratory.

The US DOE has required that a strategic plan for Diversity be developed by each of its contractors. This proposal will focus on three functional areas of the plan.

- Work force recruitment, retention, and development
- Educational outreach
- Community involvement and outreach

The Council will report to the Director and will be chaired initially by the Manager of the Equal Opportunity Office. If feasible, there should be two or three independent advisors, non-Lab, from the larger corporate community, academia, and from the local DOE organization. This external Advisory Committee will be used as an oversight group to assess the progress of the Laboratory in meeting its goals.

Each of the functional areas will have a chair or team leader. Reporting to the person will be sub-committees structured to develop plans for the initiatives within that functional area.

**A. Work force Recruitment, Retention, and Development Team.**  
**This team's initial work should focus on three projects.**

**1. Sub-committee:**

The focus of this University Liaison Committee is the development of a partnership with our URA member universities to increase minority/female enrollments in the sciences and consequently increase the number of candidates for research associate opportunities at the Laboratory. FRA is the prime stake-holder in the success of the Lab in attracting a qualified and diverse applicant pool. This group will work on initiatives to enhance recruitment processes of URA member institutions and will invite URA universities to nominate volunteers from their institutions to work with us.

**2. Sub-committee:**

The current CHRSS, the Committee for Hiring and Retaining Scientific Staff, an ad hoc committee with a specific charge from the Directorate, should be re-staffed within the Council structure to develop plans to implement the recommendations made by the temporary committee.

**3. Sub-committee:**

A committee, similar to the CHRSS mentioned above, should be chartered to develop plans and a course of action for the hiring and retention of

technical professionals. This committee could investigate a formal mentoring program, develop the plans, in partnership with the Employment Office, for professional recruiting during the fiscal year. The Engineering Policy Committee will have a representative on this committee.

**4. Sub-committee:**

This committee has a similar charge and mission to the aforementioned committees, except this one will focus on recruitment and retention initiatives impacting the balance of the Laboratory employee population. This group might investigate avenues for greater diversity among Day Care Teachers and Accounting professionals, for example, and other occupations not covered in the other committees.

**B. Educational Outreach Team**

**1. Sub-committee:**

The Laboratory has the opportunity to host Faculty and Student Teams (FaST). This DOE/Office of Science program provides for a teacher/student team from a minority serving institution to come to the Lab for a summer to participate in research. We hosted one FaST team in the summer of 2006. In fall 2006, the Laboratory received approval from the Office of Science to be an official FaST site and we currently have seven summer projects posted on their website. This program can be substantially expanded, but it will require designated professionals in the Divisions to identify the research projects. This program is jointly funded through NSF, so the cost to the Lab is very minimal. See Appendix 1.

**2. Sub-committee:**

The Laboratory has done very limited college recruiting in FY-05 or 06. This group, the Committee for Educational Programs and Internships, will identify engineers, computer professionals, etc. who will travel to campuses for recruitment as trips are planned. The team will be required to evaluate the curricula of majority and minority serving institutions and select several for a recruiting schedule each year. Recruiting for cooperative education opportunities will also be a focus for this committee. An example of an activity for this group might be developing a marketing DVD that highlights careers at the Lab and the research done here. This would be a valuable recruitment tool for campus visits and job fair events.

**3. Sub-committee:**

The committee for local and community college partnership will focus on initiatives to develop college trained candidates who would enter our

workforce as technicians and engineering technologists. We currently do not have a pipeline to help us in succession planning at this level. This will also provide options for continuing education for employees. There have already been discussions through my office with Northern Illinois University which has such a program. Data from NIU shows a 95% placement rate for its graduates; 38% of their students are minority.

- 12% African American
- 12% Women
- 10% Latino
- 6% Asian

See Appendix 2

## **C. Community Involvement and Outreach Team**

### **1. Sub-committee:**

The initial project for this team could be to determine how many affinity groups will meet the needs of our employees and how many employees would participate in affinity group activities. Initial plans, after this survey, could include the celebrations in recognition of various groups in the workplace.

Phase two of this initiative could be the establishment of Employee Resource groups. Major characteristics of successful employee resource groups are communicating regularly with senior management, championing professional development, and serving as advocates for advancement.

Celebrations should be planned to commemorate the diverse heritage of those at the Lab.

- February – Black History Month
- March – National Women’s History Month
- May – Asian/Pacific American Heritage Month
- September – National Hispanic Heritage Month
- October – National Disability Employment Awareness Month
- November – National Native American Heritage Month

See Appendix 3 for a survey of the National Laboratories with a listing of their affinity groups. There is also evidence that the Laboratory needs to offer the gay-lesbian community an opportunity to organize as an employee resource group.

## Appendices

1. FaST Program Description
2. Northern Illinois University information on Community College Partnerships
3. 2006 Survey of Labs – Diversity Related Affinity/Network Employee Groups